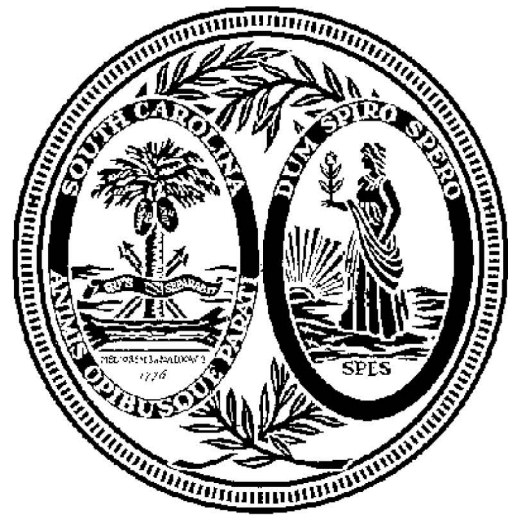


# Dillon County Base Labor Market Analysis



South Carolina  
Department of  
Commerce  
Labor Market Information



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## EXECUTIVE SUMMARY

### Population

*Dillon County's population growth has been flat in recent years.*

Population growth is expected to remain flat in the future in Dillon County.

*Dillon County attracts workers mainly from within its borders.*

60% of Dillon County's workers live in the county.

### Income

*Per capita income growth has lagged both the US and South Carolina.*

Dillon County's per capita income was well below state and national levels from 1996 to 2006.

Dillon County's average wages are well below the state average wages among various industries and occupations.

### Education

*The number of degrees awarded by area post-secondary institutions has increased.*

The greatest increase has been in the areas of business management, health, mechanics and repair, and computer and information sciences.

### Occupations

*Almost all occupational groups are projected to grow faster in Dillon County than in the state.*

Groups with substantially faster growth are architecture and engineering; personal care and service; farming and forestry; installation, maintenance and repair; production; and transportation and material moving.

*Requirements for Dillon County's workers are expected to grow in the following levels of education and experience:*

Moderate-term on-the-job training and associate's degree.

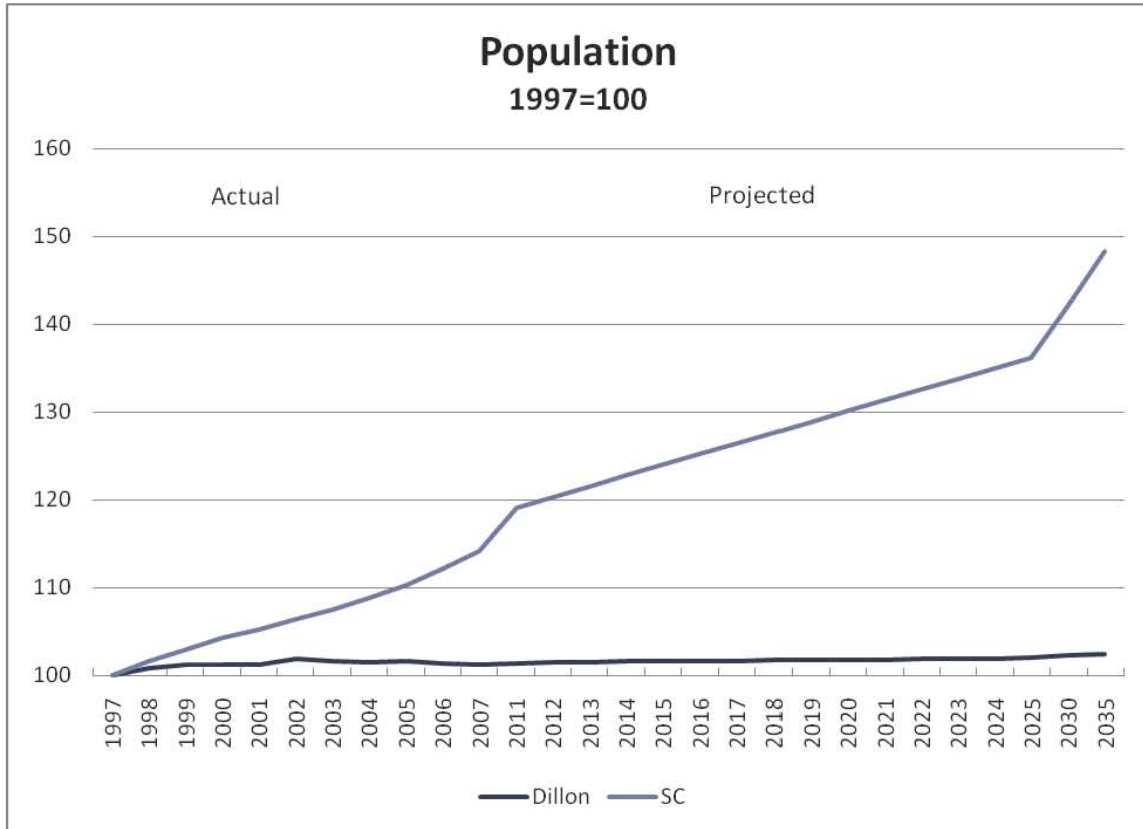
### Industry

*The sector rated as having high potential in Dillon County is truck transportation.*

## POPULATION

### Growth

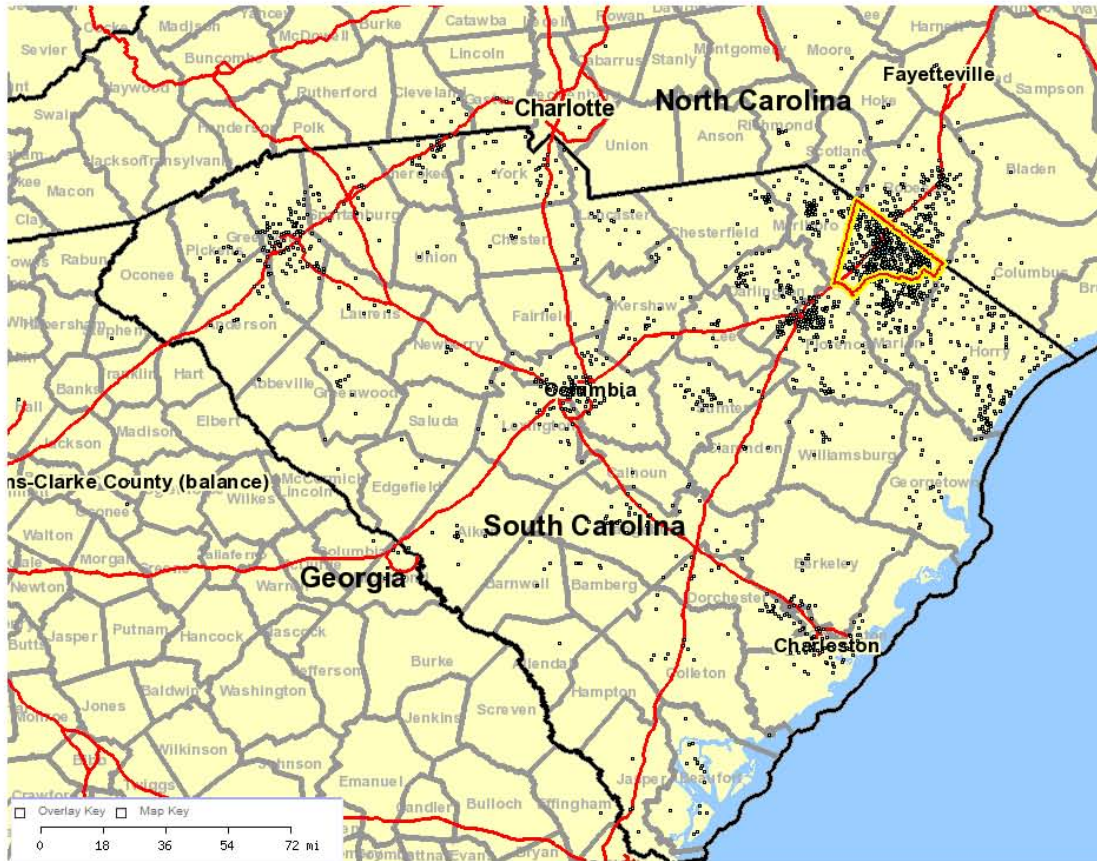
Dillon County's 2007 population was 30,694. The county population has grown by only 1.3% since 1997, compared to 14% for South Carolina. Dillon's future population growth is expected to be minimal.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

## LABORSHED

The map below shows where Dillon County workers come from (in 2004, latest available data). As can be seen, Dillon County draws workers mainly from within its borders.



Source: U.S. Census Bureau, Local Employment Dynamics.

## Characteristics of Workers

### Age of Workers:

30 or younger	25.5%
31 to 54	59.2%
55 or older	15.3%

### Earnings of Workers:

\$1,200 per month or less	36.30%
\$1,201 to \$3,400 per month	49.70%
More than \$3,400 per month	14.00%

**States Where Workers Live:**

South Carolina	90.1%
North Carolina	6.5%
All other locations	3.5%

**Counties Where Workers Live:**

Dillon, South Carolina	60.2%
Marion, South Carolina	6.8%
Robeson, North Carolina	4.9%
Florence, South Carolina	3.9%
Marlboro, South Carolina	2.7%
Horry, South Carolina	2.5%
Greenville, South Carolina	2.5%
Richland, South Carolina	2.0%
Darlington, South Carolina	1.2%
Charleston, South Carolina	0.7%
All Other Locations	12.7%

**Cities Where Workers Live:**

Dillon, South Carolina	16.7%
Latta, South Carolina	2.3%
Marion, South Carolina	1.4%
Mullins, South Carolina	1.2%
Florence, South Carolina	0.9%
Columbia, South Carolina	0.7%
Lumberton, North Carolina	0.7%
Bennettsville, South Carolina	0.6%
San Antonio, Texas	0.5%
Fairmont, North Carolina	0.3%
All Other Locations	74.6%

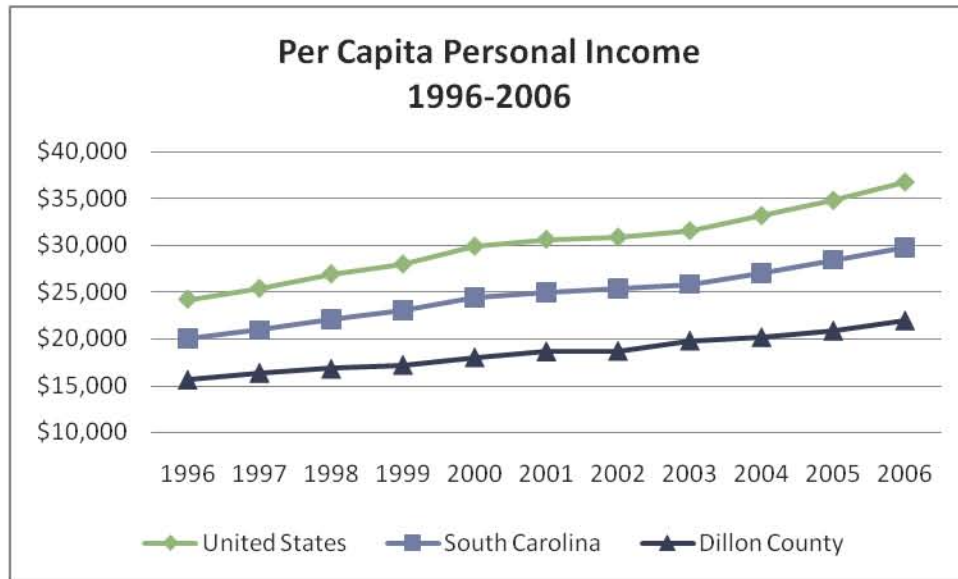
*Source: U.S. Census Bureau, Local Employment Dynamics.*



## INCOME

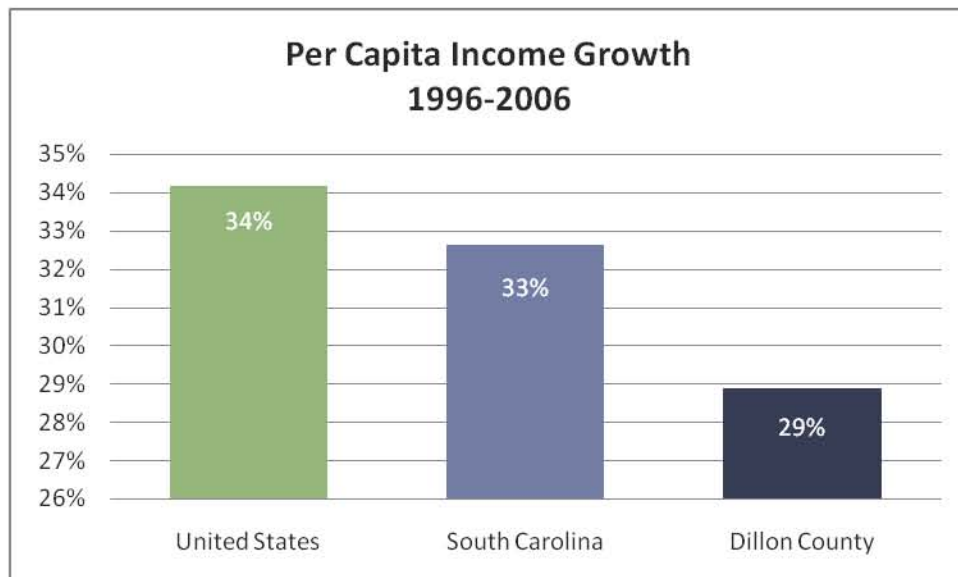
### Per Capita Income

Dillon County's per capita income was well below South Carolina's and the United States' from 1996 to 2006.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Dillon County's per capita income growth was also well below state and national growth. As a result, Dillon County lags farther behind the U.S. and South Carolina in this key measure of economic vitality.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

## Wages by Industry

Dillon County's average wages are well below those of South Carolina (\$494 vs. \$680 in 2007). Average wages were up 16% in Dillon County over the past five years. All major sectors had growth except for construction and wholesale trade.

Industry	NAICS Code	2007 Average Weekly Wage	2002 Average Weekly Wage	Change
Total, Private and Government		\$494	\$417	16%
Agriculture, Forestry, and Hunting	11	395	255	35
Construction	23	311	437	-29
Manufacturing	31-33	574	480	16
Wholesale Trade	42	532	567	-9
Retail Trade	44-45	343	309	10
Information	51	872	629	28
Finance and Insurance	52	705	511	27
Real Estate and Rental and Leasing	53	366	363	1
Administration & Support & Waste Management & Remediation Services	56	510	376	26
Other Services (Except Public Administration)	81	369	309	16
Federal Government		880	745	15
State Government		670	602	10
Local Government		535	506	5

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

## Wages by Occupation

Average wages in Dillon County are lower than state averages in all occupational groups:

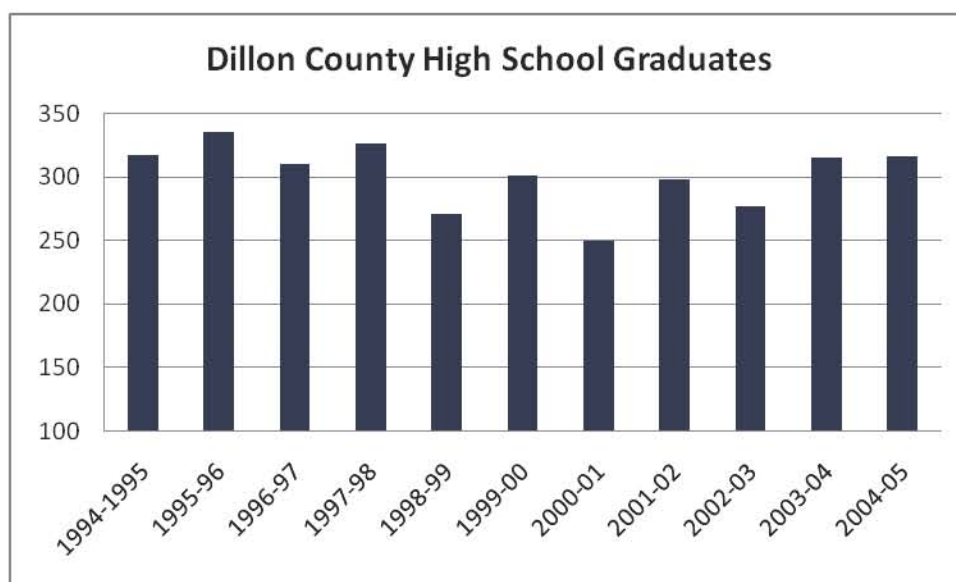
Occupation	2007 Dillon County Median Hourly Wage	2007 SC Median Hourly Wage
Management occupations	\$18.79	\$28.78
Business and financial operations occupations	\$14.79	\$20.28
Computer and mathematical science occupations	\$18.57	\$26.20
Architecture and engineering occupations	\$23.26	\$30.22
Life, physical and social science occupations	\$15.02	\$22.76
Community and social services occupations	\$12.19	\$13.18
Legal occupations	\$19.22	\$30.68
Education, training and library occupations	\$17.58	\$24.42
Arts, design, entertainment, sports and media occupations	\$11.76	\$12.66
Healthcare practitioners and technical occupations	\$26.00	\$30.64
Healthcare support occupations	\$9.42	\$10.55
Protective service occupations	\$12.33	\$13.87
Food preparation and serving related occupations	\$7.16	\$7.90
Building and grounds cleaning and maintenance occupations	\$7.33	\$8.42
Personal care and service occupations	\$7.73	\$8.39
Sales and related occupations	\$9.99	\$13.48
Office and administrative support occupations	\$11.05	\$13.22
Farming, fishing, and forestry occupations	\$11.68	\$13.07
Construction and extraction occupations	\$16.49	\$16.51
Installation, maintenance and repair occupations	\$12.77	\$16.88
Production occupations	\$11.03	\$15.21
Transportation and material moving occupations	\$9.78	\$12.94

Source: Economic Modeling Specialists, Inc.

## EDUCATION

### High School Graduates

From 1995 to 2005 (latest data available), the number of Dillon County students receiving high school diplomas fluctuated, but was lower by 1—or 0.3%—in 2005 than in 1995. In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 316 people received high school diplomas in Dillon County in 2005. Dillon County had 36 fewer 12<sup>th</sup> grade students in 2004-05 than in 1994-95. In Dillon County, the number of students not passing the exit exam who received a certificate of completion instead of a diploma increased by 20 (to 30) over the 1995-2005 period.



Source: National Center for Education Statistics.

## Higher Education Graduates

Over 1,400 more students graduated from higher educational institutions in the Pee Dee area in 2006 than in 1996, an increase of 23%. The greatest numerical increase was in business management fields.

Program	1996	2006	Change	% Change
Business Management and Administrative Services	910	1,229	319	26%
Health Professions and Related Sciences	1,056	1,332	276	21%
Mechanics and Repairers	142	254	112	44%
Computer and Information Sciences	118	226	108	48%
Construction Trades	77	168	91	54%
Public Administration and Services	65	155	90	58%
Social Sciences and History	259	348	89	26%
Education	513	590	77	13%
Biological Science/Life Sciences	200	276	76	28%
Communications	17	73	56	77%
Liberal Arts and Studies, General Sciences and Humanities	478	530	52	10%
Parks, Recreation, Leisure and Fitness Studies	21	73	52	71%
Visual and Performing Arts	63	102	39	38%
Personal and Miscellaneous Services	48	83	35	42%
Physical Sciences	34	65	31	48%
Foreign Languages and Literatures	3	16	13	81%
Psychology	144	156	12	8%
Precision Production Trades	89	99	10	10%
Law and Legal Studies	35	44	9	20%
Protective Services	225	234	9	4%
Philosophy and Religion	6	11	5	45%
Multi/Interdisciplinary Studies	27	28	1	4%
Engineering-Related Technologies	128	121	-7	-6%
Mathematics	45	24	-21	-88%
Agricultural Business and Production	44	20	-24	-120%
English Language and Literature/Letters	114	83	-31	-37%
Total	4,861	6,340	1,479	23%

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Central Carolina Technical College, Coastal Carolina University, Coker College, Florence-Darlington Technical College, Horry-Georgetown Technical College, McLeod Regional Medical Center School of Medical Technology, Morris College, Northeastern Technical College, Richmond Community College (NC), Robeson Community College (NC), South Piedmont Community College (NC), St. Andrews Presbyterian College (NC), University of North Carolina at Pembroke, University of South Carolina-Lancaster, and University of South Carolina-Sumter.

## OCCUPATIONS

### Occupational Projections

Almost all occupational groups are projected to grow faster in Dillon County than in the state. Groups with substantially faster growth are architecture and engineering; personal care and service; farming and forestry; installation, maintenance and repair; production; and transportation and material moving.

See **Appendix A** for detailed occupational information.

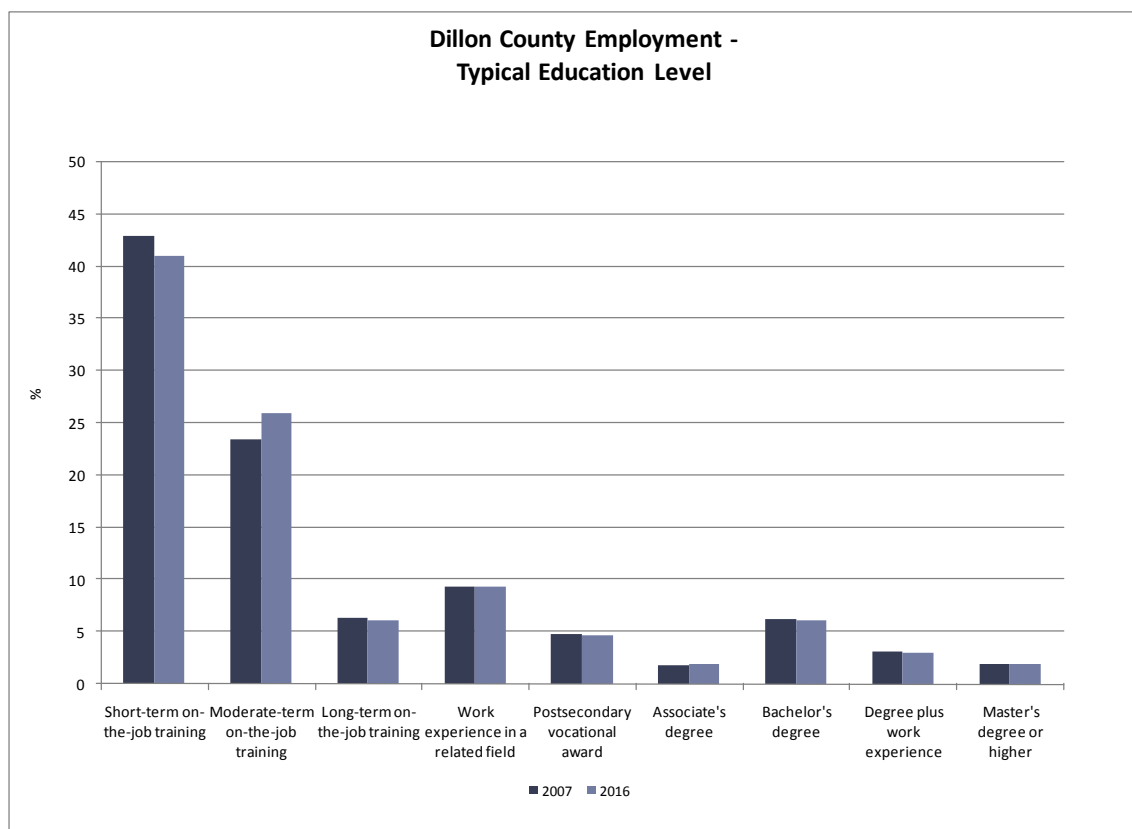
Occupation	2007-2016 Dillon County Projected Growth	2007-2016 SC Projected Growth
Management occupations	20%	17%
Business and financial operations occupations	36	22
Computer and mathematical science occupations	36	23
Architecture and engineering occupations	35	15
Life, physical, and social science occupations	22	15
Community and social services occupations	27	15
Legal occupations	19	21
Education, training, and library occupations	18	16
Arts, design, entertainment, sports and media occupations	24	17
Healthcare practitioners and technical occupations	34	24
Healthcare support occupations	35	25
Protective service occupations	22	18
Food preparation and serving related occupations	-7	13
Building and grounds cleaning and maintenance occupations	36	23
Personal care and service occupations	28	7
Sales and related occupations	15	19
Office and administrative support occupations	24	13
Farming, fishing, and forestry occupations	31	16
Construction and extraction occupations	30	19
Installation, maintenance, and repair occupations	34	17
Production occupations	42	10
Transportation and material moving occupations	28	11

Source: *Economic Modeling Specialists, Inc.*

## Occupational Education Requirements

The trend for occupational growth shows that the greatest increase in demand in Dillon County will be for workers with moderate on-the-job training in the areas of maintenance, production and transportation. Based on employment projections, Dillon County is expected to see growth in requirements for the following levels of education and experience:

- Moderate-term on-the-job training
- Associate's degree



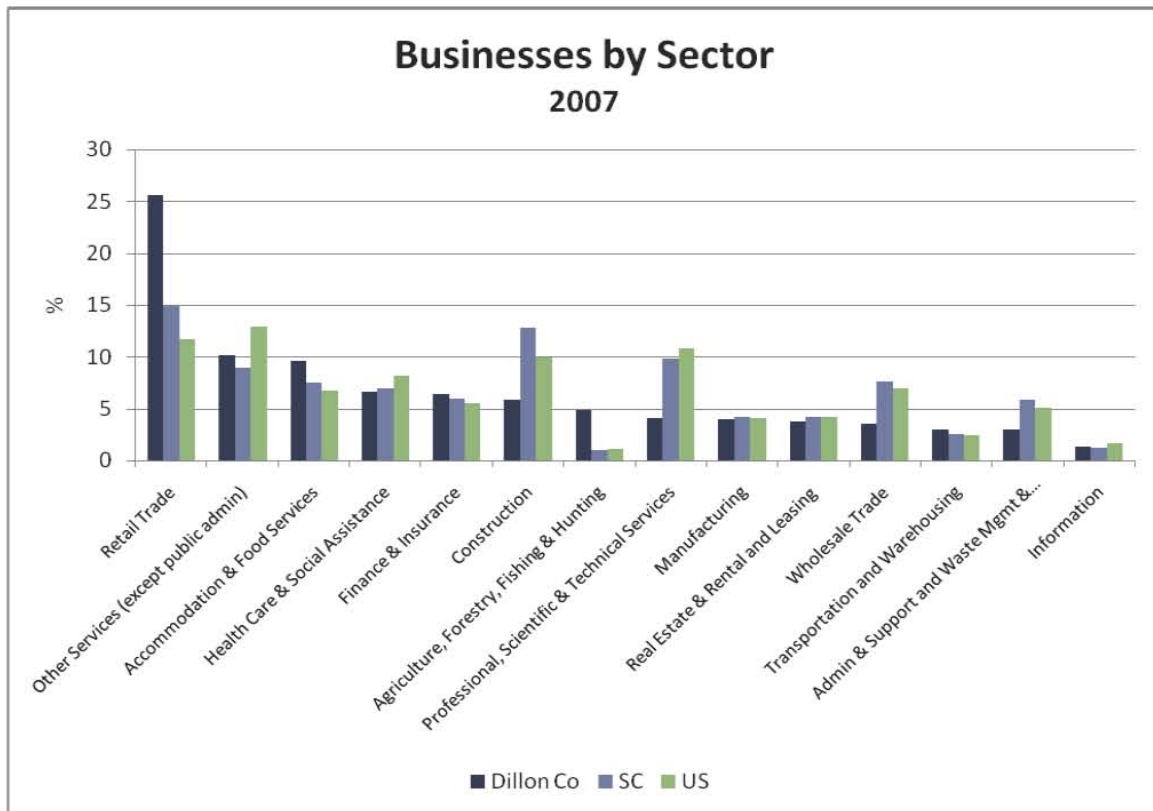
Source: Economic Modeling Specialists, Inc

## INDUSTRY

### Businesses by Sector

Dillon County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Retail trade
- Accommodation and food services
- Finance and insurance
- Agriculture, forestry, fishing and hunting
- Transportation and warehousing



Source: U.S. Department of Labor, Bureau of Labor Statistics.



## Growth in Number of Businesses

The number of private businesses in Dillon County fell by 12% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, Dillon County had higher growth in three industries compared to South Carolina and the U.S. Below is a list of those three industries along with their respective growth rates.

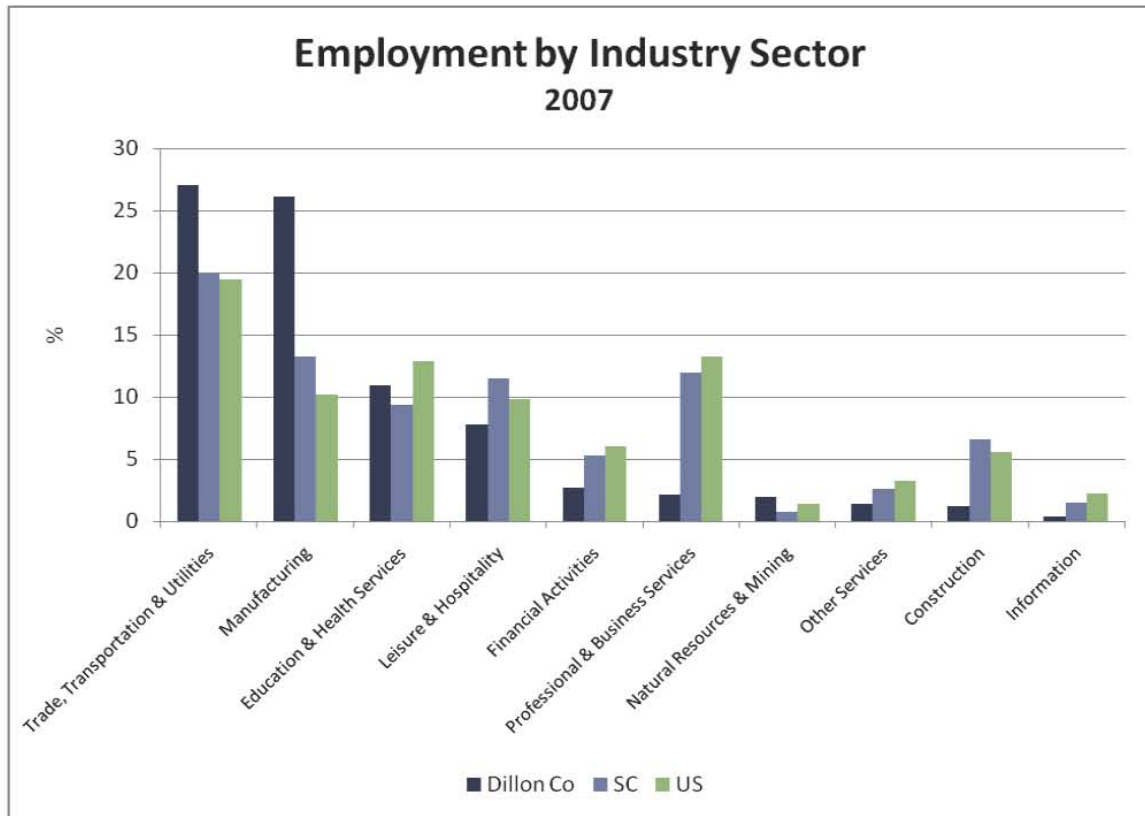
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Dillon Co.	SC	US
Health and personal care stores	15.4	9.1	10.2
Truck transportation	83.3	-5.1	5.4
Personal and laundry services	50.0	-2.4	7.2

Source: U.S. Department of Labor, Bureau of Labor Statistics.

## Employment by Sector

Compared to South Carolina and the United States, Dillon County's employment is much more concentrated in trade, transportation and utilities, and manufacturing.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

# Industry Analysis

## Screening Criteria

Industry sectors were rated on six factors:

- |                                    |                                 |
|------------------------------------|---------------------------------|
| • 2002-2007 employment growth      | Competitive effect <sup>1</sup> |
| • 2002-2007 employment growth rate | Average annual wage             |
| • Location quotient <sup>2</sup>   | Projected growth                |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 25 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 0% (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in Dillon County?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$25,684 (2007 average for Dillon County) (Does the sector pay wages greater than average for Dillon County?)
- Average or above average projected growth (Is the sector expected to add jobs?)

## Data Limitations

Because of Census and Bureau of Labor Statistics restrictions, information on detailed industry sectors is quite limited for smaller counties such as Dillon. Therefore, this base analysis is not as comprehensive as those for larger areas. Further analysis can be conducted on growth occupations and using other resources in an attempt to obtain more detailed information on potential focus industries for Dillon County. The Department of Commerce can assist in this supplemental analysis.

## Industries of Note

Based on these criteria, the only “six star” sector in Dillon County is health and personal care stores. However, this is not a sector that generates wealth from outside Dillon County.

Industry sectors that generate wealth from outside one’s regional area are referred to as the region’s base economy. One such sector of note for Dillon County is truck transportation, which has above-average wages and is expected to grow.

**Appendix C** has information on all factors for all sectors for Dillon County.

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<sup>1</sup> *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in Dillon County after accounting for overall US employment growth and growth/decline in the sector in the US.*

<sup>2</sup> *Location Quotient: percentage of employment in the sector in Dillon County divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in Dillon County compared to the US; based on 2007 data.*

## MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Dillon County's labor market. We hope that it will help in advancing the progress of Dillon County's economic development.

### What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

### What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Dillon Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

#### 1. *What is Dillon's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

#### 2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

#### 3. *What other factors are vital to Dillon and its community?*

Over and above pure economic considerations, what is important to the citizens of the Dillon community? How does Dillon want to be perceived? What quality of life issues affect Dillon? These questions may impact the types of industries desired for the area.

## How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

### 1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

### 2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

### 3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

## Appendix A: Occupational Projections for Dillon County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
11-1011	Chief executives	67	88	21	31	0.82	27.14	Degree plus work experience
11-1021	Legislators	117	141	24	21	0.87	26.58	Degree plus work experience
11-1031	Construction managers	18	20	2	11	3.99	7.18	Degree plus work experience
11-3011	Production, planning, and expediting clerks	11	14	3	27	0.60	20.85	Degree plus work experience
11-3031	Farmworkers and laborers, crop, nursery, and greenhouse	25	35	10	40	0.50	23.82	Degree plus work experience
11-3051	Motor vehicle operators	18	27	9	50	1.60	24.51	Work experience in a related field
11-9011	Fire fighters	42	40	-2	-5	1.66	5.86	Degree plus work experience
11-9012	Correctional officers and jailers	205	195	-10	-5	1.64	5.85	Long-term on-the-job training
11-9021	Cooks, institution and cafeteria	32	44	12	38	0.60	21.12	Bachelor's degree
11-9032	First-line supervisors/managers of housekeeping and janitorial workers	26	33	7	27	1.17	37.35	Degree plus work experience
11-9051	Personal and home care aides	34	49	15	44	1.03	11.89	Work experience in a related field
11-9081	Door-to-door sales workers, news and street vendors, and related workers	12	12	0	0	1.09	18.94	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
11-9111	Customer service representatives	20	24	4	20	0.88	38.57	Degree plus work experience
11-9141	Inspectors, testers, sorters, samplers, and weighers	36	54	18	50	0.43	6.97	Bachelor's degree
11-9199	Pest control workers	85	115	30	35	0.73	33.02	Work experience in a related field
13-1023	Order clerks	11	15	4	36	0.52	17.03	Work experience in a related field
13-1031	Human resources assistants, except payroll and timekeeping	13	22	9	69	0.57	16.58	Long-term on-the-job training
13-1111	Agricultural inspectors	17	26	9	53	0.23	14.30	Degree plus work experience
13-1199	Farmworkers and laborers, crop, nursery, and greenhouse	13	18	5	38	0.17	17.82	Bachelor's degree
13-2011	Logging equipment operators	42	53	11	26	0.37	14.65	Bachelor's degree
13-2021	First-line supervisors/managers of construction trades and extraction workers	13	20	7	54	0.44	7.95	Postsecondary vocational award
13-2052	Electricians	21	31	10	48	0.41	7.14	Bachelor's degree
13-2072	Electrical and electronic equipment mechanics, installers, and repairers	12	15	3	25	0.44	27.34	Bachelor's degree
17-2112	First-line supervisors/managers of food preparation and serving workers	13	22	9	69	0.85	21.24	Bachelor's degree
17-2141	Cooks, short order	11	15	4	36	0.67	33.04	Bachelor's degree
21-1012	Customer service representatives	24	28	4	17	1.24	16.96	Master's degree
21-1015	Interviewers, except eligibility and loan	11	15	4	36	1.01	12.52	Master's degree
21-1021	Order clerks	30	37	7	23	1.37	13.19	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
21-1023	Human resources assistants, except payroll and timekeeping	12	16	4	33	1.18	13.45	Master's degree
21-1093	Police, fire, and ambulance dispatchers	29	39	10	34	1.12	9.79	Moderate-term on-the-job training
21-2011	Postal service workers	31	37	6	19	1.70	6.96	Master's degree
21-2021	Production, planning, and expediting clerks	12	14	2	17	1.69	6.19	Bachelor's degree
23-1011	Secretaries and administrative assistants	22	25	3	14	0.34	21.14	First professional degree
23-1023	Medical secretaries	10	11	1	10	--	--	Degree plus work experience
25-1099	Agricultural inspectors	32	41	9	28	0.28	37.61	Doctoral degree
25-2011	Farmworkers and laborers, crop, nursery, and greenhouse	54	61	7	13	1.43	9.45	Postsecondary vocational award
25-2012	Forest, conservation, and logging workers	47	58	11	23	3.41	22.25	Bachelor's degree
25-2021	Logging equipment operators	185	223	38	21	1.53	21.30	Bachelor's degree
25-2022	Construction and extraction occupations	66	78	12	18	1.25	20.50	Bachelor's degree
25-2031	First-line supervisors/managers of construction trades and extraction workers	82	92	10	12	1.02	21.80	Bachelor's degree
25-2041	Carpenters	23	28	5	22	1.33	21.94	Bachelor's degree
25-2042	Carpet, floor, and tile installers and finishers	10	12	2	20	1.28	21.54	Bachelor's degree
25-3021	Electricians	10	13	3	30	0.53	9.15	Work experience in a related field
25-3099	Painters, construction and maintenance	24	28	4	17	0.48	14.41	Bachelor's degree



SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
25-4021	Supervisors of installation, maintenance, and repair workers	11	13	2	18	0.95	19.88	Master's degree
25-9041	Heavy vehicle and mobile equipment service technicians and mechanics	168	193	25	15	1.62	7.55	Short-term on-the-job training
27-2042	Machinists	12	15	3	25	0.71	6.18	Long-term on-the-job training
27-4021	Plant and system operators	26	29	3	12	0.48	13.82	Long-term on-the-job training
29-1051	Helpers--Production workers	22	35	13	59	1.24	42.84	First professional degree
29-1069	Transportation and material moving occupations	43	52	9	21	0.71	85.55	First professional degree
29-1111	Motor vehicle operators	152	217	65	43	0.84	23.29	Associate's degree
29-1127	Taxi drivers and chauffeurs	16	19	3	19	1.71	17.63	Master's degree
29-2012	Laborers and material movers, hand	17	23	6	35	1.58	11.96	Associate's degree
29-2034	Radiologic technologists and technicians	18	24	6	33	1.29	20.27	Associate's degree
29-2041	Emergency medical technicians and paramedics	22	29	7	32	1.47	17.10	Postsecondary vocational award
29-2052	Pharmacy technicians	32	56	24	75	1.53	10.06	Moderate-term on-the-job training
29-2055	Surgical technologists	11	15	4	36	1.69	18.74	Postsecondary vocational award
29-2061	Licensed practical and licensed vocational nurses	100	119	19	19	1.83	15.80	Postsecondary vocational award
29-2071	Medical records and health information technicians	14	18	4	29	1.13	9.81	Associate's degree
31-1011	Home health aides	56	94	38	68	0.89	7.39	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
31-1012	Nursing aides, orderlies, and attendants	138	174	36	26	1.27	9.21	Postsecondary vocational award
31-9091	Dental assistants	10	15	5	50	0.48	14.26	Moderate-term on-the-job training
31-9092	Medical assistants	17	23	6	35	0.54	10.48	Moderate-term on-the-job training
33-2011	Fire fighters	14	17	3	21	0.66	15.16	Long-term on-the-job training
33-3012	Correctional officers and jailers	124	151	27	22	4.01	12.81	Moderate-term on-the-job training
33-3051	Police and sheriff's patrol officers	73	89	16	22	1.53	12.26	Long-term on-the-job training
33-9032	Security guards	25	31	6	24	0.33	6.12	Short-term on-the-job training
35-1011	Chefs and head cooks	10	11	1	10	--	--	Work experience in a related field
35-1012	First-line supervisors/managers of food preparation and serving workers	69	66	-3	-4	1.08	10.35	Work experience in a related field
35-2011	Cooks, fast food	127	101	-26	-20	2.74	7.04	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	57	63	6	11	1.87	6.31	Moderate-term on-the-job training
35-2014	Cooks, restaurant	34	31	-3	-9	0.55	6.87	Long-term on-the-job training
35-2015	Cooks, short order	11	11	0	0	0.73	7.63	Short-term on-the-job training
35-2021	Food preparation workers	47	49	2	4	0.70	6.99	Short-term on-the-job training
35-3011	Bartenders	11	12	1	9	0.30	6.34	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
35-3021	Combined food preparation and serving workers, including fast food	181	166	-15	-8	0.98	6.90	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	11	11	0	0	0.28	6.39	Short-term on-the-job training
35-3031	Waiters and waitresses	121	107	-14	-12	0.70	6.51	Short-term on-the-job training
35-3041	Food servers, nonrestaurant	23	24	1	4	1.67	6.85	Short-term on-the-job training
35-9021	Dishwashers	19	17	-2	-11	0.50	6.07	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	26	36	10	38	0.92	8.65	Work experience in a related field
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	11	16	5	45	1.01	10.10	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	146	193	47	32	0.86	6.83	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	236	312	76	32	1.76	6.23	Short-term on-the-job training
37-2019	Building cleaning workers, all other	31	49	18	58	0.87	6.00	Short-term on-the-job training
37-2021	Pest control workers	39	63	24	62	5.64	14.31	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	57	73	16	28	0.74	7.97	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	10	13	3	30	1.39	6.77	Short-term on-the-job training
39-1021	First-line supervisors/managers of personal service workers	16	17	1	6	0.88	9.75	Work experience in a related field
39-2011	Animal trainers	16	15	-1	-6	2.23	9.30	Moderate-term on-the-job training
39-2021	Nonfarm animal caretakers	25	21	-4	-16	0.91	9.81	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
39-3091	Amusement and recreation attendants	11	15	4	36	0.59	5.85	Short-term on-the-job training
39-5012	Hairdressers, hairstylists, and cosmetologists	32	20	-12	-38	0.78	9.95	Postsecondary vocational award
39-9011	Child care workers	135	172	37	27	1.12	5.87	Short-term on-the-job training
39-9021	Personal and home care aides	96	170	74	77	1.52	8.22	Short-term on-the-job training
39-9032	Recreation workers	14	17	3	21	0.53	9.23	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	282	314	32	11	1.72	15.78	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	47	61	14	30	0.68	13.24	Work experience in a related field
41-2011	Cashiers, except gaming	719	732	13	2	2.75	7.01	Short-term on-the-job training
41-2021	Counter and rental clerks	35	47	12	34	1.00	6.23	Short-term on-the-job training
41-2022	Parts salespersons	35	35	0	0	1.98	9.06	Moderate-term on-the-job training
41-2031	Retail salespersons	371	435	64	17	1.01	8.32	Short-term on-the-job training
41-3021	Insurance sales agents	37	30	-7	-19	0.69	7.58	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	14	21	7	50	0.28	7.59	Bachelor's degree
41-3099	Sales representatives, services, all other	12	17	5	42	0.22	12.35	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	121	182	61	50	1.01	22.03	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
41-9021	Real estate brokers	56	84	28	50	0.45	6.09	Work experience in a related field
41-9022	Real estate sales agents	63	92	29	46	0.47	6.26	Postsecondary vocational award
41-9091	Door-to-door sales workers, news and street vendors, and related workers	52	74	22	42	0.63	5.86	Short-term on-the-job training
41-9099	Sales and related workers, all other	11	14	3	27	0.42	9.77	Moderate-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	91	115	24	26	0.81	16.47	Work experience in a related field
43-3011	Bill and account collectors	26	45	19	73	0.81	11.29	Short-term on-the-job training
43-3021	Billing and posting clerks and machine operators	42	52	10	24	1.04	10.19	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	129	163	34	26	0.77	10.17	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	14	17	3	21	0.91	11.49	Moderate-term on-the-job training
43-3071	Tellers	37	50	13	35	0.82	14.87	Short-term on-the-job training
43-4051	Customer service representatives	71	107	36	51	0.43	12.69	Moderate-term on-the-job training
43-4081	Hotel, motel, and resort desk clerks	37	36	-1	-3	2.27	6.75	Short-term on-the-job training
43-4111	Interviewers, except eligibility and loan	14	19	5	36	0.79	10.23	Short-term on-the-job training
43-4151	Order clerks	14	20	6	43	0.69	9.87	Short-term on-the-job training
43-4161	Human resources assistants, except payroll and timekeeping	14	19	5	36	1.15	12.47	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
43-4171	Receptionists and information clerks	40	51	11	28	0.46	8.29	Short-term on-the-job training
43-5031	Police, fire, and ambulance dispatchers	12	15	3	25	1.60	8.32	Moderate-term on-the-job training
43-5032	Dispatchers, except police, fire, and ambulance	15	16	1	7	1.06	14.71	Moderate-term on-the-job training
43-5041	Meter readers, utilities	29	38	9	31	8.57	18.71	Short-term on-the-job training
43-5052	Postal service mail carriers	26	29	3	12	1.07	20.64	Short-term on-the-job training
43-5061	Production, planning, and expediting clerks	19	28	9	47	0.88	12.39	Short-term on-the-job training
43-5071	Shipping, receiving, and traffic clerks	53	76	23	43	0.93	9.64	Short-term on-the-job training
43-5081	Stock clerks and order fillers	131	141	10	8	1.02	8.17	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	48	61	13	27	0.39	13.23	Moderate-term on-the-job training
43-6012	Legal secretaries	13	14	1	8	0.48	11.83	Postsecondary vocational award
43-6013	Medical secretaries	35	44	9	26	0.97	10.01	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	144	164	20	14	0.96	10.04	Moderate-term on-the-job training
43-9061	Office clerks, general	182	233	51	28	0.75	8.82	Short-term on-the-job training
45-1099	Supervisors, farming, fishing, and forestry workers	13	17	4	31	4.08	19.79	Work experience in a related field
45-2011	Agricultural inspectors	14	17	3	21	12.04	14.56	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
45-2091	Agricultural equipment operators	28	37	9	32	12.68	8.72	Moderate-term on-the-job training
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	73	95	22	30	3.29	8.22	Short-term on-the-job training
45-4022	Logging equipment operators	18	26	8	44	5.63	14.01	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	42	56	14	33	0.52	20.69	Work experience in a related field
47-2031	Carpenters	75	98	23	31	0.58	16.85	Long-term on-the-job training
47-2061	Construction laborers	34	45	11	32	0.32	17.27	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	23	28	5	22	0.71	13.52	Moderate-term on-the-job training
47-2111	Electricians	27	38	11	41	0.49	14.69	Long-term on-the-job training
47-2141	Painters, construction and maintenance	24	29	5	21	0.56	17.81	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	13	16	3	23	0.34	19.55	Long-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	48	59	11	23	1.37	18.30	Work experience in a related field
49-3021	Automotive body and related repairers	20	19	-1	-5	1.39	9.40	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	40	48	8	20	0.65	17.98	Postsecondary vocational award
49-3031	Bus and truck mechanics and diesel engine specialists	30	40	10	33	1.46	14.24	Postsecondary vocational award
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	10	13	3	30	0.41	15.60	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
49-9041	Industrial machinery mechanics	65	109	44	68	3.35	12.45	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	248	334	86	35	2.36	10.23	Moderate-term on-the-job training
49-9043	Maintenance workers, machinery	30	45	15	50	4.95	11.81	Short-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	33	44	11	33	2.71	10.51	Short-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	130	181	51	39	2.48	18.39	Work experience in a related field
51-2031	Engine and other machine assemblers	23	31	8	35	7.10	12.91	Short-term on-the-job training
51-2092	Team assemblers	221	299	78	35	2.38	9.07	Moderate-term on-the-job training
51-3021	Butchers and meat cutters	17	20	3	18	1.74	45.84	Long-term on-the-job training
51-3022	Meat, poultry, and fish cutters and trimmers	41	50	9	22	3.90	22.96	Short-term on-the-job training
51-3023	Slaughterers and meat packers	79	96	17	22	8.82	15.26	Moderate-term on-the-job training
51-3092	Food batchmakers	30	41	11	37	4.39	11.25	Short-term on-the-job training
51-3093	Food cooking machine operators and tenders	13	14	1	8	4.02	12.58	Short-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	26	33	7	27	1.31	10.73	Moderate-term on-the-job training
51-4041	Machinists	19	27	8	42	0.65	21.55	Long-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	46	56	10	22	3.99	10.66	Moderate-term on-the-job training



SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-4081	Multiple machine tool setters, operators, and tenders, metal and plastic	10	14	4	40	--	--	Moderate-term on-the-job training
51-4111	Tool and die makers	15	20	5	33	2.04	17.24	Long-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	20	25	5	25	0.65	12.98	Long-term on-the-job training
51-5023	Printing machine operators	24	37	13	54	1.62	9.43	Moderate-term on-the-job training
51-6011	Laundry and dry-cleaning workers	27	30	3	11	1.33	6.92	Moderate-term on-the-job training
51-6021	Pressers, textile, garment, and related materials	13	16	3	23	2.17	5.89	Short-term on-the-job training
51-6031	Sewing machine operators	50	97	47	94	2.73	11.49	Moderate-term on-the-job training
51-6062	Textile cutting machine setters, operators, and tenders	12	23	11	92	8.09	7.78	Moderate-term on-the-job training
51-6063	Textile knitting and weaving machine setters, operators, and tenders	41	52	11	27	13.65	7.99	Long-term on-the-job training
51-6064	Textile winding, twisting, and drawing out machine setters, operators, and tenders	382	682	300	79	114.40	8.14	Moderate-term on-the-job training
51-6091	Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers	10	16	6	60	--	--	Moderate-term on-the-job training
51-8031	Water and liquid waste treatment plant and system operators	28	35	7	25	3.60	14.50	Long-term on-the-job training
51-9011	Chemical equipment operators and tenders	16	18	2	13	4.32	12.68	Moderate-term on-the-job training
51-9023	Mixing and blending machine setters, operators, and tenders	29	42	13	45	2.80	12.78	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
51-9032	Cutting and slicing machine setters, operators, and tenders	25	32	7	28	4.30	6.79	Moderate-term on-the-job training
51-9041	Extruding, forming, pressing, and compacting machine setters, operators, and tenders	14	18	4	29	2.32	10.99	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	121	166	45	37	3.30	8.67	Moderate-term on-the-job training
51-9111	Packaging and filling machine operators and tenders	111	133	22	20	3.88	7.12	Short-term on-the-job training
51-9121	Coating, painting, and spraying machine setters, operators, and tenders	12	15	3	25	1.51	9.50	Moderate-term on-the-job training
51-9196	Paper goods machine setters, operators, and tenders	12	14	2	17	1.46	5.85	Moderate-term on-the-job training
51-9198	Helpers--Production workers	199	272	73	37	4.95	6.88	Short-term on-the-job training
51-9199	Production workers, all other	57	72	15	26	2.61	10.51	Moderate-term on-the-job training
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, hand	23	34	11	48	1.70	18.35	Work experience in a related field
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	17	23	6	35	1.04	24.28	Work experience in a related field
53-3021	Bus drivers, transit and intercity	10	16	6	60	--	--	Moderate-term on-the-job training
53-3022	Bus drivers, school	40	47	7	18	1.11	6.31	Short-term on-the-job training
53-3031	Driver/sales workers	50	68	18	36	1.08	8.11	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	147	192	45	31	1.03	10.94	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Training Level
53-3033	Truck drivers, light or delivery services	161	207	46	29	1.83	7.65	Short-term on-the-job training
53-3041	Taxi drivers and chauffeurs	14	15	1	7	0.58	7.04	Short-term on-the-job training
53-7011	Conveyor operators and tenders	17	21	4	24	4.76	8.03	Short-term on-the-job training
53-7051	Industrial truck and tractor operators	119	145	26	22	2.50	9.74	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	40	46	6	15	1.50	7.35	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	391	510	119	30	2.16	10.15	Short-term on-the-job training
53-7063	Machine feeders and offbearers	19	25	6	32	1.75	6.69	Short-term on-the-job training
53-7064	Packers and packagers, hand	115	126	11	10	1.84	6.78	Short-term on-the-job training
53-7081	Refuse and recyclable material collectors	12	22	10	83	1.14	8.24	Short-term on-the-job training
		12,810	16,092	3,281	26		12.19	

at least 1.25 greater than \$12.19

Source: EMSI

## Appendix B: Businesses by 3-Digit NAICS Codes

Dillon County								
Industry	NAICS Code			Average Size	Change		SC % change	US % change
		2002	2007		#	%		
Crop Production	111	14	13	8	-1	-7.1	-17.6	-9.3
Support Activities for Agriculture and Forestry	115	8	6	5	-2	-25.0	-13.0	1.8
Construction of Buildings	236	8	8	3	0	0.0	-0.4	15.4
Specialty Trade Contractors	238	30	23	4	-7	-23.3	-6.4	12.9
Textile Mills	313	7	6	78	-1	-14.3	-34.0	-26.7
Merchant Wholesalers, Nondurable Goods	424	14	8		-6	-42.9	-5.0	-3.5
Motor Vehicle and Parts Dealers	441	19	19	4	0	0.0	-11.6	2.2
Furniture and Home Furnishings Stores	442	5	4	8	-1	-20.0	-11.3	3.8
Building Material and Garden Equipment and Supplies Dealers	444	16	13	6	-3	-18.8	-8.8	0.9
Food and Beverage Stores	445	21	18	16	-3	-14.3	-18.2	-0.5
Health and Personal Care Stores	446	13	15	8	2	15.4	9.1	10.2
Gasoline Stations	447	36	22	19	-14	-38.9	-2.8	-1.9
Clothing and Clothing Accessories Stores	448	12	10	6	-2	-16.7	-5.3	4.6
General Merchandise Stores	452	12	14	15	2	16.7	17.5	13.3
Miscellaneous Store Retailers	453	19	14	27	-5	-26.3	-23.9	-8.6
Nonstore Retailers	454	6	3	35	-3	-50.0	-17.9	11.9
Truck Transportation	484	6	11	4	5	83.3	-5.1	5.4
Telecommunications	517	4	2		-2	-50.0	0.0	9.3
Credit Intermediation and Related Activities	522	17	21	7	4	23.5	12.2	23.8
Real Estate	531	13	15	3	2	15.4	18.8	23.8
Rental and Leasing Services	532	5	5	4	0	0.0	-8.3	1.7
Ambulatory Health Care Services	621	21	19		-2	-9.5	7.4	13.3
Nursing and Residential Care Facilities	623	6	4	59	-2	-33.3	0.4	8.8
Food Services and Drinking Places	722	42	37	14	-5	-11.9	-0.2	12.2
Repair and Maintenance	811	29	22	3	-7	-24.1	-18.3	-0.4
Personal and Laundry Services	812	8	12	3	4	50.0	-2.4	7.2
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	4	2		-2	-50.0	-2.0	3.3
Private Households	814	27	18		-9	-33.3	4.6	24.9

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

## Appendix C: Dillon County Employment by Industry Sector

Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Total		9,249	9,209	-40	-0.4			25,684	26%

<i>6 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Health and Personal Care Stores	446	87	122	35	40.2	1.86	29	28,157	AA

<i>5 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
NONE									

<i>4 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Nonstore Retailers	454	48	105	57	118.8	3.68	58	21,513	BA
Truck Transportation	484	37	41	4	10.8	0.43	1	35,738	A

<i>3 star or fewer sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
		2002	2007	#	%				
Construction of Buildings	236	12	27	15	125.0	0.23	13	16,686	A
Gasoline Stations	447	388	413	25	6.4	7.29	40	16,631	BA
Credit Intermediation and Related Activities	522	132	146	14	10.6	0.77	4	36,495	BA
Real Estate	531	27	38	11	40.7	0.39	8	21,915	AA
Textile Mills	313	1021	466	-555	-54.4	41.7	-128	27,085	D
Clothing and Clothing Accessories Stores	448	44	55	11	25.0	0.56	5	11,066	BA

3 star or fewer sectors		Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage	Projected Growth
Industry	NAICS code	2002	2007	#	%				
Support Activities for Agriculture and Forestry	115	67	29	-38	-56.7	1.33	-43	24,106	BA
Specialty Trade Contractors	238	219	83	-136	-62.1	0.26	-168	16,022	A
Furniture and Home Furnishings Stores	442	46	33	-13	-28.3	0.88	-16	20,345	A
Food and Beverage Stores	445	303	292	-11	-3.6	1.56	-8	13,326	BA
Miscellaneous Store Retailers	453	413	371	-42	-10.2	6.47	-2	17,795	BA
Nursing and Residential Care Facilities	623	228	234	6	2.6	1.21	-11	23,451	BA
Motor Vehicle and Parts Dealers	441	73	73	0	0.0	0.58	-1	20,273	BA
Building Material and Garden Equipment and Supplies Dealers	444	96	77	-19	-19.8	0.90	-29	24,051	BA
General Merchandise Stores	452	225	210	-15	-6.7	1.06	-31	17,289	BA
Rental and Leasing Services	532	32	22	-10	-31.3	0.53	-9	14,088	BA
Food Services and Drinking Places	722	554	501	-53	-9.6	0.80	-125	9,758	BA
Repair and Maintenance	811	76	65	-11	-14.5	0.79	-12	23,860	BA
Personal and Laundry Services	812	42	41	-1	-2.4	0.48	-3	14,251	D

## Methodology and Sourcing

### Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

**Sectors are rated on 6 factors:** 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

**Stars are based on:** 2002-2007 employment growth of 25 or more, 2002-2007 employment growth rate greater than 0% (since total employment in Dillon County declined), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$25,684 (2007 average for all jobs in Dillon County), and average or above average projected growth.

**Location Quotient:** percentage of employment in the sector in Dillon County divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in Dillon County; based on 2007 data.

**Competitive Effect:** based on shift-share analysis; represents the change in employment in the sector in Dillon County after accounting for overall US employment growth and growth/decline in the sector in the US.

**Source:** Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.









South Carolina  
Department of Commerce  
1201 Main Street, Suite 1600  
Columbia, SC 29201

(800) 868-7232  
(803) 737-0400  
[www.sccommerce.com](http://www.sccommerce.com)